

HMIS Overview

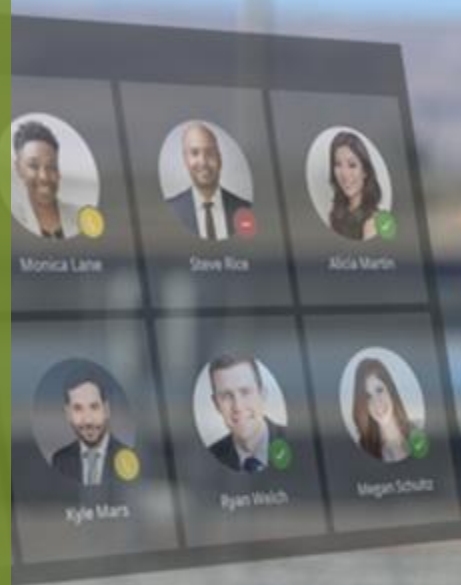
U.S. Department of Energy

Hanford Mission Essential Services
Contract

September 15, 2020

HMIS
HANFORD MISSION INTEGRATION SOLUTIONS

**ONE
HANFORD**



Agenda

- **MSC & HMEESC Key Differences**
 - Contract Type & Ownership
- **Who We Are**
 - Our Mission, Vision & Values
 - New LLC, Subcontractors & Teammates
 - HMIS Key Leadership Team
- **Key Execution Strategy**
 1. Operations Service Delivery Model
 2. Technology Roadmap
 3. HMIS Investment
 4. Subcontract Plan
- **Transition**
 - Transition Summary
 - Hiring & Benefits Approach
 - Ongoing Employee Engagement
- **What's Next**
 - Access to Information
 - Continued Communications

Key Differences from MSA to HMIS

	MSA	HMIS
Calendar Year Review	CY2020: \$490M (Pre COVID), Current EAC: \$483M	First Year Bid CY2021: \$420M
Ownership	<ul style="list-style-type: none"> Joint Venture <ul style="list-style-type: none"> Leidos Centerra 	<ul style="list-style-type: none"> Joint Venture <ul style="list-style-type: none"> Leidos Centerra Parsons Critical Subcontractor - Northwind
Operational Execution	<ul style="list-style-type: none"> New Governance Process Manual Service Delivery Model Limited Integration with Other Hanford Contractors Limited to no Hanford Portfolio Management 	<ul style="list-style-type: none"> Enhance Governance Process Adaptable Service Delivery Model Strong Integrator for all of Hanford Portfolio Model for Hanford
Innovation & Technology	<ul style="list-style-type: none"> Approaching Sound Infrastructure Technology Invested by Hanford but Limited in Integration 	<ul style="list-style-type: none"> Connected Enterprise Data Integration Site wide Orchestrated Technology Approach Ability to Report Massive Amounts of Data
Business Platforms & Systems	<ul style="list-style-type: none"> Letter of Credit Overlapping Subcontracting Plan with Prime Only Cost Reimbursable and Cost Plus Award fee 	<ul style="list-style-type: none"> Invoicing Increased Subcontracting DOE Procurement Support IDIQ Project Scope and Other Directed Work Scope

HMIS Contract Bid

- Total value \$4.7B **FAR based contract**
- Performance Period
 - 5 year base with 3 and 2 year options
- Contract Type
 - **CLIN 1-3** Cost Reimbursable
 - **CLIN 4-6** Cost Plus Award Fee
 - **CLIN 7-8** IDIQ
- Ownership
 - Leidos 53%
 - Centerra 27%
 - Parsons 20%
- **Contract Line Item Number (CLIN)**
 - **CLIN 1** – Contract Transition
 - **CLIN 2** – Hanford Site Benefits Plans
 - **CLIN 3** – Legacy Benefits & Workforce Compensation Plans
 - **CLIN 4** – HMIS General Scope
 - **CLIN 5** – DOE Small Business “Pre-Award” Support
 - **CLIN 6** – UBS to Other Hanford Contractors
 - **CLIN 7** – Infrastructure Reliability Projects
 - **CLIN 8** – DOE Small Business “Post-Award” Support



Hanford **Mission Integration** Solutions



Our Mission

Hanford **Mission Integration** Solutions delivers mission integration which introduces new innovations and technologies driving improvement of essential service delivery and enabling the One Hanford cleanup mission



Vision

- Provide **Hanford Solutions** through **Mission Integration** to ensure safety first while increasing efficiency and effectiveness through our Service Delivery Model and Connected Enterprise while balancing priorities, navigating complexities, and building consensus.
- We will implement innovative Hanford solutions through the efforts of our diverse and talented workforce. We will empower our teams and contribute to our communities by delivering value, aligning and collaborating, transforming and governing, and consistently evolving and enhancing.







Values

- **At HMIS our values are SIMPLE**

- **Safety** – Consistently improve site safety posture protecting workers, the Site, and the environment
- **Inclusion** – Foster a sense of belonging with a awareness of value and connection, respect, and equal access to opportunities
- **Motivation** – Exceed customer and employee goals while maintaining work-life balance
- **Passion** – Provide quality, transparency and a questioning attitude with a “proud but not satisfied” mentality
- **Learning** – Enable growth, development, and innovation with a sense of continual improvement
- **Ethics** – Ensure integrity and ethics, build trust, and lead by example



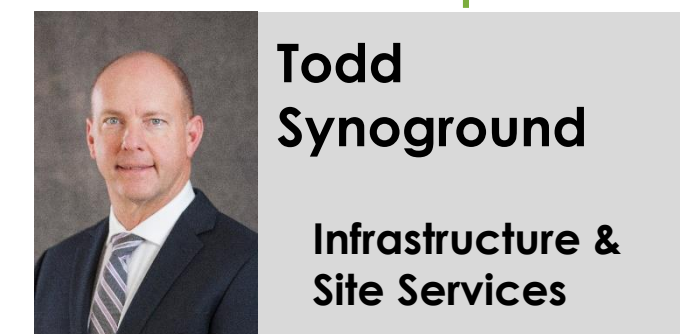
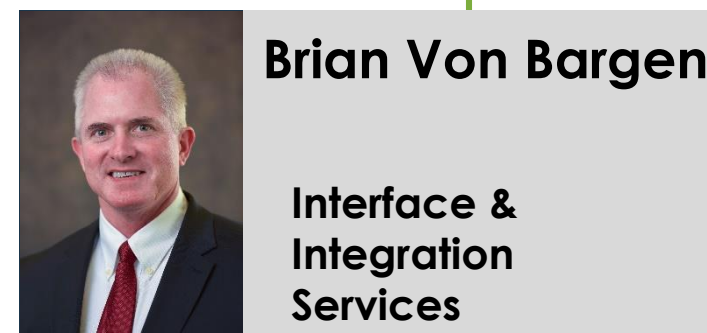
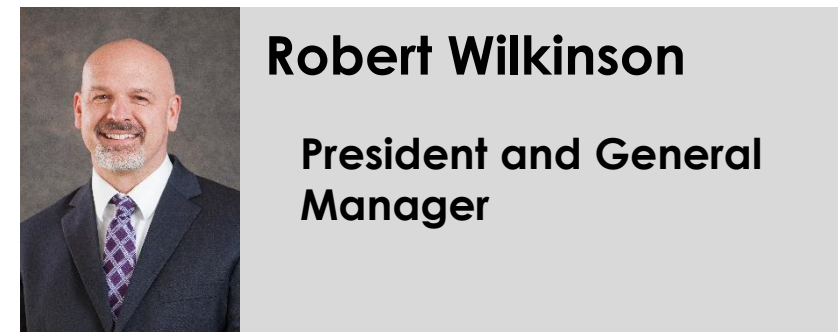
LLC Partners & Critical Subcontractor

		
Scope: <ul style="list-style-type: none">• Overall Management & Leadership• Environmental Stewardship• IT & Business Services• General Performance• Training/HAMMER	Scope: <ul style="list-style-type: none">• Safeguards & Security• Emergency & First Responders	Scope: <ul style="list-style-type: none">• Utilities & Nuclear Infrastructure• Site Services (Infrastructure Reliability & Integration)• Engineering, Construction Oversight, Construction Reviews• Project Management
Team Expertise: <ul style="list-style-type: none">❖ Large Infrastructure Integration Modernization and Environment Management	Team Expertise: <ul style="list-style-type: none">❖ Unique Special Nuclear Material (SNM) security qualifications with expanded capabilities from new Constellis parent	Team Expertise: <ul style="list-style-type: none">❖ Industry leading approaches to engineering, construction oversight, and construction reviews (DOE specific)
CRITICAL SUBCONTRACTOR		
		



Organizational Scope Alignment

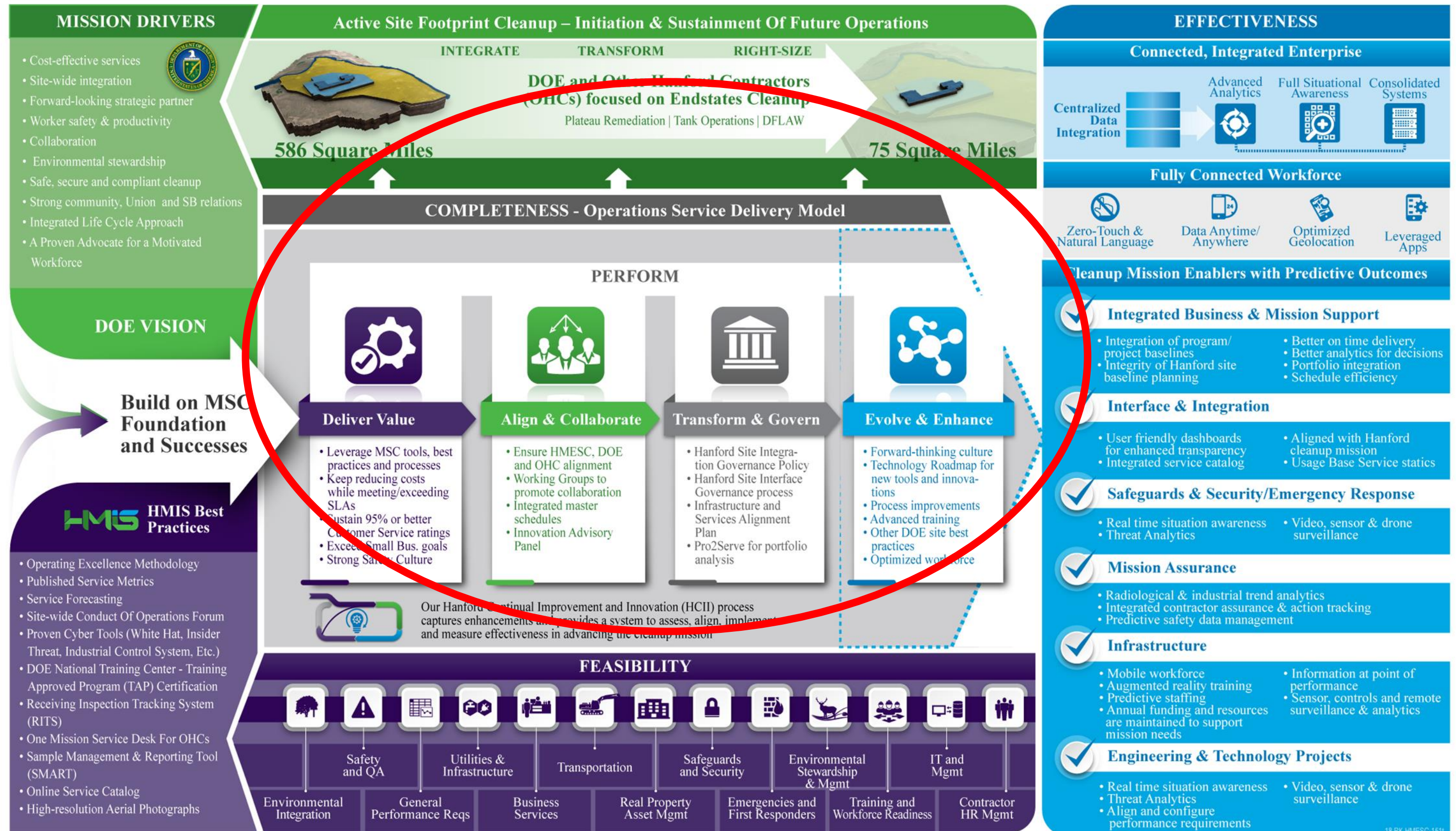
- HMIS delivery is in **four distinct organizations** in addition to the Presidents Office:
 - Integrated Business & Mission Support
 - Engineering, Technology & Projects
 - Infrastructure & Site Services
 - Safeguards & Security and Emergency Response



Key Execution Strategy



Service Delivery Model meets the Connected, Integrated Enterprise



Integrated & Connected Service Delivery Model



HMIS Service Delivery Model transforms HMESC through four main foundations:

- Deliver Value
 - Right-sized combination of skilled people, established processes and proven tools
- Align & Collaborate
 - Early engagement and clear roles/responsibilities to understand scale and type of services needed for end state milestones
- Transform & Govern
 - Guided by the Hanford Governance Model provide informed decision-making and increase site-wide situational awareness
- Evolve & Enhance
 - Integrated access to data through converging workflows, consolidating systems, centralizing information and using advance analytics

10 Year Technical Roadmap



- Better decisions: by unlocking IT value through analytics
- Faster decisions: weeks down to seconds
- Risk reduction through full SA
- Innovative & connected IT management with reduced footprint
- Seamless mobile/desktop hand-off
- Site-wide orchestrated
- Lower life-cycle cost
- Meet operational pace
- Improved quality of services & user experience
- Optimized operations through a connected workforce
- Improved operational pace
- Safer and situational aware workforce
- Ability to easily report on massive amounts of data in understandable formats
- Safer, more effective training
- Data driven risk management
- Multi-vector threat protection
- Protection end-to-end
- Cyber resiliency

Contracting & Small Business Contracting



HMIS will subcontract 40% of the contract value – 55% of this will be subcontracted to small businesses

- Fulfills requirement for Contracting and Small Business Contracting requirements and complies with the prescribed contracting goals



Transition

- Transition is a 120 day schedule
 - HMIS takes operation December 15
- Transition encompasses a structured and systematic approach which includes:
 - Evaluation of material differences and pre-existing conditions
 - Due diligence
 - Identification and actions to implement subcontracting plan
 - Review and update MSA/HMIS policies, procedures, plans, records, technical documents, permits, safety analyses, and other documents
 - Hiring of HMIS staff
 - Negotiation of differences with DOE
- Managed via a Transition Plan which captures details and will be a living document
- The plan will complete with a readiness checklist(s) and DOE approval

Workforce Transition Hiring Approach

- Offers are not anticipated until late October or early November
 - Dependent on material differences and DOE alignment of HR hiring processes
- Managerial positions
 - Offered solely at the discretion of the HMIS executive leadership team
- Bargaining Unit personnel will adhere to applicable Collective Bargaining Agreements
- Non-managerial exempt and non-exempt positions will follow hiring preferences per contractual clauses H.4 and H.5 and in the following order:
 - Incumbent
 - Positions that are substantially equivalent to the positions the employee held at NTP
 - Displaced employees
 - Separated employees

Benefits Transition Approach

- Incumbent employees that receive offers of employment
 - Work history will be reviewed to confirm benefit eligibility
 - Employees will make elections from eligible benefit options
 - Employees who participate in the HEWT will not make elections from eligible benefit options
 - These employees will be offered HMIS employment **with the same benefits currently enrolled in through the HEWT for 2020**
 - Employees will be enrolled in selected programs
- Non-Incumbent employees that receive offers of employment
 - Employees will make elections from eligible benefit options
 - Employees will be enrolled in selected programs



Next Steps

- Access to Information
 - Weekly HMIS transition newsletters
 - HMIS website at www.hanford.gov/page.cfm/HMIS
 - Ongoing Town Hall sessions
 - Smaller Team sessions will offer two-way communications
 - These sessions will be Org-specific as HMIS employees are offered employment
- Send questions to HMIStransition@rl.gov

Thank you for participating

